

Diversity and Affirmative Action: What Every Board Member Should Know

Sunday, September 21, 3:45-4:45 (Ballroom V/VI)

Discussion Leaders:

Arthur L. Coleman, Counsel, Nixon Peabody, LLP, Washington, DC

Joanne K. Glasser, President, Eastern Kentucky University

Sherron Jackson, Assistant Vice President, EEO and Finance, Council on Postsecondary Education

Cedric Powell, Professor of Law and Associate Dean of Academic Affairs, Louis Brandeis School of Law, University of Louisville

William H. Turner, Interim President, Kentucky State University

Charles Whitehead, Chair, CPE Committee on Equal Opportunities (moderator)

Purpose: Kentucky's public postsecondary education system must be brought into full compliance with Title VI of the 1964 Civil Rights Act and the standards established in the U.S. Supreme Court's decision in *U.S. v. Fordice*. Public colleges and universities must foster a campus environment that focuses on increasing the number of underrepresented minority students, particularly African Americans, who enroll and receive degrees. Also, institutions are to increase the representation of underrepresented minorities as faculty, administrators, and professional staff. This session will examine the role of the board and the president in establishing a prevailing attitude on campus with respect to equal opportunity and access; developing policies and programs that permeate the core values of the institution; and considering how federal court cases stimulate discussions of policy changes (particularly race-based preferences).

Key Partners:

Committee on Equal Opportunities

Council on Postsecondary Education

GEAR UP Kentucky

Lincoln Foundation of Kentucky

Kentucky Association of Blacks in Higher Education

Kentucky Department of Education

Kentucky Human Rights Commission

Kentucky Urban League

Labor Groups

National Association for the Advancement of Colored People

P-12 Schools and Districts

State and Local P-16 Councils

Key Questions Board Members Should Ask:

What does the partnership agreement with the Office for Civil Rights require my institution to do?

How does my institution measure success in equal opportunities?

What are the prevailing attitudes on our campus with respect to the equal educational opportunity plans and programs?

What strategies are being used on campus to increase minority enrollment?

What is the impact of the Michigan cases on my institution's equal opportunity efforts and admissions policies?

Resource Materials in Your Conference Packet:

"Lessons from the University of Michigan Decisions: Diversity Counts and Context Matters," Arthur L. Coleman, Scott R. Palmer, Nixon Peabody LLP, Washington, D.C.

"The U.S. Supreme Court Decisions in *Gratz v. Bollinger* and *Grutter v. Bollinger* (Issued June 23, 2003)," Arthur L. Coleman, Scott R. Palmer, Nixon Peabody LLP, Washington, D.C.

"Dimensions of Diversity: Legal Lessons from the United States Supreme Court's University of Michigan Decisions," Arthur L. Coleman, Scott R. Palmer, Nixon Peabody LLP, Washington, D.C.